

Materiality KPIs

The PERSOL Group has established key performance indicators (KPIs) for its material issues and set target values for the final year of the Plan 2026 (FY2025) and for FY2030. To continue creating value in the medium to long term through solving social issues, we will continuously monitor these KPIs, track our progress, and advance our efforts toward each material issue.

SDGs related to all the issues



Materiality	Vision	Our actions	KPI	FY2024 result (previous year results)	YoY change	FY2025 target	FY2030 target	FY2024 progress	Future actions to achieve target	Related SDGs
1 Creating work opportunities	We will create better work opportunities for one million people by 2030 using our capability of connecting people with organizations, recruiting people, and designing businesses.	<ul style="list-style-type: none"> Creating "better work opportunities" in the areas of temporary staffing, placement, and outsourcing 	Number of people*1 for whom we created (provided/ supported) better work opportunities	458,000 people (402,000 people)	↗	500,000 people	1,000,000 people	Although the overall number exceeded previous year's result, it fell below the original internal plan due to a slowdown in the market environment	<ul style="list-style-type: none"> In temporary staffing, work to extend period of continuous employment, raise re-employment rates, and increase the number of new workers through digital utilization In permanent placement, focus on improving business processes; in outsourcing, concentrate on project acquisition and stronger recruitment For Sharefull, focus on improving sales productivity and expanding the customer base 	
2 Providing diverse work styles	We will contribute to the realization of working styles that meet individual needs, by proposing and providing flexible working styles and employment styles.	<ul style="list-style-type: none"> Providing work opportunities with no time and location constraints, such as flexible work schedules and remote work Providing work opportunities as side jobs and freelance work 	Number of people*2 for whom diverse work styles became possible	45,000 people (46,000 people)	↘	50,000 people	100,000 people	Although the overall number exceeded previous year's result, it fell below the original internal plan due to a slowdown in the market environment	<ul style="list-style-type: none"> For workers on reduced-hours, promote stronger marketing and sales For remote staffing, aim to acquire projects that closely match individual needs For side jobs and freelance work, work to improve sales productivity and increase the number of active workers 	
3 Providing learning opportunities	We will expand the options available to working people and maximize their career potential by providing learning opportunities that lead to employment, reskilling, and upskilling.	(1) Providing learning opportunities for temporary employees (people registered in temporary staffing/Office Solution [OS] business, IT human resources)	Number of people*3 who received each training service	188,000 people (147,000 people)	↗	160,000 people	240,000 people	Both training programs for temporary staff and programs for registered engineers benefited from an expanded range of content, leading to an increase in participants	<ul style="list-style-type: none"> Expand the number of course participants through enhanced offerings such as generative AI programs, strengthened guidance, and the establishment of planned training periods 	
		(2) Corporate training for upskilling and improving career self-reliance, placement services provided after upskilling		132,000 people (126,000 people)	↗	120,000 people	230,000 people	Corporate group training increased steadily, driven by client expansion and winning large-scale projects	<ul style="list-style-type: none"> Expand the customer base through strengthened marketing in priority markets aimed at new customer acquisition and renewal of educational content 	
		(3) Providing learning opportunities for students and working adults (school/office visits, career courses, upskilling)		71,000 people (52,000 people)	↗	—	—	Strengthened university student events contributed to growth in the number of participants in career education	<ul style="list-style-type: none"> For education programs for elementary and junior high school students, increase participant numbers by expanding the number of employees involved and accepting online classes For MIRAIZ, expand the number of providers under the theme of recognizing potential job-changers through career development support 	
4 Increasing productivity at companies	We will contribute to efficient corporate activities and to resolving labor shortages by providing services which improve productivity.	<ul style="list-style-type: none"> Providing BPO services Providing technical outsourcing services Providing other outsourcing services 	Net sales*4 of services related to increasing the productivity of companies	JPY 340.5 billion (JPY 308.7 billion)	↗	JPY 300 billion	—	Although some SBUs struggled to acquire projects, performance overall remained steady	<ul style="list-style-type: none"> Depending on the external environment of each SBU, work to strengthen marketing, expand areas of coverage, and enhance project acquisition 	

* Targets for FY2030 are subject to change in accordance with future business conditions and revisions/changes to the management plan. Targets for FY2030 have been set to clarify the direction and level of achievement of the strategy, but some items are still under consideration due to high uncertainty and are marked with "-".

*1 Figures exclude regular employees of temporary staff employed by the Asia Pacific SBU and Group companies, as well as some companies that have not yet completed the introduction of a common human resource management system for Group companies in Japan. Actual results for FY2024 are as of April 1, 2025, targets for FY2025 are as of April 1, 2026, and targets for FY2030 are as of April 1, 2031.

*2 Figures of PERSOL TEMPSTAFF, PERSOL CROSS TECHNOLOGY, and PERSOL CAREER

*3 ①-1: Figures of Staffing SBU and Technology SBU, ②-2: Figures of PERSOL RESEARCH AND CONSULTING Co., Ltd. and APAC SBU, and ③-3: Figures of Career SBU and Technology SBU

*4 Figures of all SBUs, including overseas (excluding Career SBU)